

Date **14 MAY 1987**

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OCA 87-2001
13 May 1987

MEMORANDUM FOR THE RECORD

SUBJECT: HPSCI Staff Update on the Personnel Compensation Task Force

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1. On 11 May, Ted Price, Director of Personnel, and [] Head of the Personnel Compensation Task Force, gave the HPSCI staff an update on the progress the Task Force is making. HPSCI Staff Director Tom Latimer attended, as did Mike O'Neill, Bernie Raimo, Duane Andrews, Steve Nelson and Calvin Humphrey. [], Office of the Comptroller, and the undersigned were present also.

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2. Ted Price mentioned that Judge Webster has asked for information about a possible conversion from the GS-scale to some other system. Price said that a copy of a paper on that subject written by A/DCI Gates was provided in response.

3. [] said that the Task Force has recently held an off-site conference at which senior members reviewed the progress to date. The Task Force will produce a preliminary report by 25 June for review and comment by the Deputy Directors. After about a one month review within the Directorates, the Task Force will incorporate their comments and further refine the report during the month of August. By September there should be a final report for presentation to senior management.

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4. [] said that several principles emerged from the off-site conference discussions. They include the need for a more flexible classification system, a more flexible pay system, and a performance based pay system. He provided details on each of these concepts and the staff commented on them.

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5. Ted Price advised the staff that we are proceeding cautiously with our plans and have been in consultation with OMB, OPM, NSA and DIA to inform them and to get their views. These organizations are most supportive of our

plans. Internally the Task Force will conduct market surveys to determine employee understanding and acceptance for these plans.

6. [] added that there are additional concepts that we have examined. Included in these are career development improvements, retention tools, rewarding work ethic and better delivery of services. He noted that some of our plans may require legislation and others may be done under the DCI's present authorities. In any event, he said that he will continue to keep the committee up to date on the progress of our Task Force. Both Tom Latimer and Mike O'Neill mentioned the Presidential Commission established under the HPSCI Authorization Bill saying that their members feel that they need to have the benefit of an "overall" look at the Community personnel picture. They said that they needed to get a better understanding of some of the complex ideas we have put forward. Duane Andrews added that the purpose of the commission is to look at what is unique in the intelligence community compared to the rest of the federal service. The staffers expressed their past concerns that their members might be embarrassed if the Agency appeared to be too far out in front of the rest of the government.

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7. In response to the staffers' concerns, [] noted that 90% of what we have talked to them about is being done or is contemplated by some part of the government already. We are therefore moving in the same direction as OMB and OPM and the rest of the government. At this point, Latimer acknowledged that the HPSCI supports our objective to improve our personnel management and that they want to work with us on it. Andrews added that we are on the same team but that they have to explain our initiatives to their members. He suggested that we approach the most innovative steps with caution. Both Price and [] agreed that we do plan to move very carefully forward and that we will continue to keep them up to date.

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(13 May 87)

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